

BRINGING UP HEALTH AND SAFETY ISSUES TO YOUR EMPLOYER

GOAL:

To discuss tips and strategies for workers who bring up health and safety issues with their employer.

ESTIMATED DURATION: 35–40 minutes (depending on use of small groups)

Materials needed:

- **Video** “Protecting Yourself at Work During Coronavirus,” developed by Scott Hochberg in collaboration with Worksafe.
 - **English:** <https://youtu.be/e2a7uJYDLlk>
 - **Spanish:** <https://youtu.be/66T6mM4ZOE8>
- If using [slides](#): Slides 34 – 36 for the activity

Introduction:

Often, it is difficult for workers to bring up issues and negotiate with their employer. They may feel that the employer will not take their concerns seriously, that nothing will change, or that they may face retaliation. This video gives some tips and strategies for bringing up health and safety issues with employers.

Steps:

1. Ask participants about their experience bringing up concerns to their employer.

- What issue did they bring up? What was the outcome?
- If the outcome was good, what made a difference?
- If the outcome was bad, why do they think it turned out that way?
- If they had issues but didn't bring them up, why did they decide not to? What concerns did they have?

2. Show participants the video clip.

The links can be found on slide 35.

- Tell participants that this video demonstrates some tips and strategies.
- Ask them to watch the video and note strategies to discuss afterwards.
- After the video, ask, “What strategies did you see?”

3. Show participants Slide 36: Strategies in the video

- Review any strategies on the slide that were not already discussed.
The strategies on the slide include:
 - Talk with other workers about concerns
 - Ask for a meeting to discuss things in a quiet moment
 - Act collectively — at least 2 people
 - Describe the problem and how it affects workers and the business
 - Think about employer’s concerns
 - Offer solutions and explain why they are good for the business
 - Don’t give up if it isn’t addressed after the first try
 - Get help from a worker or legal organization
- Ask participants, “Are there any other strategies you think are effective?”
- Ask participants, “What support might be helpful for workers as they bring up issues and negotiate with their employer?”

4. Summarize with a key message:

The most direct way to resolve workplace problems is often for workers to communicate directly with their supervisor, manager, or employer. There are steps workers can take to be more effective and protect themselves as they bring up issues with employers.